



RESEARCH FELLOWSHIPS

2009

Guidelines

**Closing Date:
31 May 2009**



AUSTRALIAN NUCLEAR SCIENCE & TECHNOLOGY ORGANISATION

RESEARCH FELLOWSHIP SCHEME

GUIDELINES FOR APPLICANTS

1. Background

AINSE Ltd (the Australian Institute of Nuclear Science and Engineering) in conjunction with the Australian Nuclear Science & Technology Organisation (ANSTO) has established a Fellowship Scheme to add impetus to member Universities' growing stature in nuclear science and engineering and in related fields. Up to two Fellowships will be awarded in 2009 for a 3-year appointment in the first instance with an extension to five years, where the Fellow demonstrates excellent performance, and where subsequent continuing appointment at the university is foreseen.

AINSE is looking for exceptional researchers in the following research areas

1. neutron scattering;
2. radiopharmaceuticals;
3. high-resolution climate records using nuclear techniques; and
4. materials engineering

We emphasise that applications will also be considered, as in past years, where the research aligns with the broad spectrum of research foci supported by AINSE. Also, while the four highlighted directions are being promoted in calling for Research Fellowship applications, applicants may wish to propose research programs falling outside these topics which require use of OPAL neutron scattering facilities and which align with the joint research interests of ANSTO and AINSE member universities.

2. Features

AINSE Fellowships are offered in competition with the most prestigious Fellowships currently available in Australia and carry a highly attractive salary and benefits component. The scheme is expected to attract high quality applicants. An opportunity of progressing to a continuing academic position within the attached university at the end of the Research/Teaching Fellowship may be provided pending satisfactory progress as determined by the review panel.

The objectives of the scheme are:

- to maintain a substantial research presence at both ANSTO and the University in the area of nuclear science and engineering and in related fields;
- to substantially enhance the University's and ANSTO's research performance in the fields of nuclear science and engineering and in related fields;
- to increase the pool of research higher degree supervisors; and
- to acquire highly talented staff with excellent potential for providing future academic leadership at member universities.

The AINSE Fellow will receive competitive remuneration and a contribution towards the cost of the Fellow's research project. The AINSE Fellow will be expected to:

- progressively gain national competitive grant funding to support her/his own research;
- undertake supervision of bachelor honours and postgraduate research students associated with their research project; and
- publish results in journals and other scholarly media of international standing appropriate to the research discipline.

The AINSE Fellow will be appointed as a staff member within the Department or Institute/Centre most relevant to the Fellow's proposed research at the member university. He/she will be expected to take a full part in the life of the 'department'. The Fellow will be expected to undertake up to 60 hours per year of teaching during the initial 3-year appointment. The AINSE Fellow will be provided with office space, computer facilities and other support at ANSTO at the same level as provided to ANSTO employees.

The primary selection criterion will be research excellence. Teaching potential will also be considered (for more details see section 5).

The University will contribute an amount representing 50% of the employment costs for the fellow (salary, superannuation etc).

Applicants will have been awarded a research doctoral degree (equivalent to an Australian PhD degree), normally three and not more than eight years before the date of application. For the purposes of this application the date to be used for calculating the three and eight year limits will be that on the letter to the candidate which contains the notification of the award of a PhD. Applicants who are not Australian citizens are also encouraged to apply but must satisfy the conditions for access to ANSTO.

On satisfactory completion of the initial 3-year Research Fellowship, AINSE may extend the AINSE Fellowship for up to two years. This will be subject to a University based performance appraisal, using established University selection procedures, an indication from the university that there is a likelihood that a position will be available by the end of the extension, and a satisfactory appraisal from ANSTO.

On satisfactory completion of the Fellowship, it is anticipated that the appointee may be offered a continuing position within the sponsoring Faculty. Progression to a continuing position will be determined by the university.

Applicants are required to contact the relevant Head of Department, School or Director of Research Institute/Centre in which they propose to undertake the research to obtain advice on the research priorities for the School or Institute/Centre.

The Head and/or Director will liaise with the Dean of Faculty to ensure that appropriate facilities are available and that the University's support has been obtained. Deans reserve the right to support only those applications that would strengthen the strategic research capability in their Faculty. The University's acceptance must be part of the application. The contact should lead to a formal endorsement of the application and its conditions by the University.

Applicants will also be expected to pursue research that is relevant to ANSTO's programs or makes major use of ANSTO's facilities. Information on current research and facilities, and contact details for ANSTO staff can be found at: <http://www.ansto.gov.au/>

3. Appointment Details and Benefits

The AINSE Fellow will be remunerated initially within the Academic Lecturer level B salary scale with the appointment for the first year being made normally at the first point of the scale with single increments then being awarded subject to satisfactory performance. The AINSE Fellow will receive superannuation according to the provisions of the University.

Relocation expenses up to \$5000 will be met by AINSE for the Fellow and his/her dependant(s).

Continuation of the AINSE Fellowship after the initial 3-year period will be conditional upon a satisfactory performance review, which will include appraisal of a substantial professional portfolio describing research and teaching achievements. The portfolio will include details of competitive grant success, project progress reports, publications and teaching achievements.

The performance review will be co-ordinated by AINSE and performed by the University in conjunction with AINSE and ANSTO.

Research support of up to \$40,000 will be provided in the first year and support of up to \$40,000, \$20,000, \$20,000 and \$15,000 will be provided in years 2, 3, 4 and 5 respectively. It is expected that the AINSE Fellow's research will move progressively towards self-funding during the initial 3-year appointment period through success in externally funded grant applications.

Addition funding will also be provided as follows:

- travel and accommodation budget for attachment to ANSTO, \$5,000 pa
- travel and accommodation budget for visiting universities in Australasia, \$2,000 pa
- conference attendance budget, \$2,000 pa
- materials and laboratory necessities, \$5,000 pa

All payments will be made to the Fellow via her/his university.

4. Application Procedure

A completed application will consist of the following:

- application form
- curriculum vitae (maximum 3 pages)
- publication list
- contact details for 3 nominated referees
- approval from the relevant Dean of Faculty and Deputy Vice Chancellor (Research)
- certification from the Head of School/Department and the Deputy Vice Chancellor (Research) that the applicant is suitable for a position at the university
- a letter of support from the host Head of School/Department which includes a draft plan for allocation of teaching hours

Applicants must ensure that reports from referees are submitted directly to the Managing Director AINSE by the closing date. **This is the sole responsibility of the applicant.**

The original application and five copies must be received by **31 May 2009**. Late, incomplete or faxed applications will not be accepted. Applicants will be advised whether they have been short-listed in June and the final selection will be made following interviews in July 2009.

POSTAL ADDRESS
AINSE Ltd
PMB 1
Menai NSW 2234
Australia

COURIER ADDRESS
AINSE Ltd
Building 5
ANSTO
New Illawarra Rd
Lucas Heights NSW 2234

The AINSE Fellow will be required to commence appointment before 1 January 2010.

5. Selection Criteria

1. PhD in Physics, Chemistry, Materials Science, Environmental Science or a related discipline.
2. Demonstrated ability to conduct research using methods and/or techniques available at ANSTO.
3. Demonstrated research excellence in terms of internationally competitive achievement.
4. Demonstrated presentation skills with the ability to develop effective teaching skills.
5. Demonstrated research strengths compatible with one of ANSTO's major research projects and the research focus areas of the University, Department, School, Faculty.

6. The potential to enhance the University's research performance with particular reference to research income (particularly Australian Competitive Research Grant funding), publications and research higher degree completions.
7. Demonstrated ability to make a substantial contribution to postgraduate research student supervision.
8. Agreement from your prospective host university for co-funding representing 50% of employment costs (salary, superannuation etc).
9. Demonstrated effective interpersonal, oral and written communication skills.
10. Demonstrated team participation and leadership skills.
11. Demonstrated commitment to Occupational Health and Safety and Equal Employment Opportunity principles and practice.

6 Selection Process

The selection process will be conducted by a Committee that includes representatives from AINSE member universities and ANSTO.

Statement of Claims against the Selection Criteria

To assist the selection committee to make a decision on the position, applicants must address each essential and desirable criterion. Applicants **MUST** meet the selection criteria to be eligible for the position. In addition, it is advantageous if most or all of the desirable criteria are met.

Each selection criterion must be addressed separately. Provide evidence of your ability to meet each criterion, using examples of previous experiences wherever possible.

The Interview

An interview will be conducted for short-listed applicants. This will be either in Australia or remotely. The interview will contain questions based on the selection criteria and a personal statement from the applicant as an introduction. Applicants should not assume that Committee Members possess knowledge of an applicant's full suitability, experience and/or skills and abilities.

Appeal Procedures

Our process aims to ensure that the recruitment and selection process is fair and equitable. If you believe that the procedure for you has been unfair, you may wish to appeal. Appeals must be submitted in writing, outlining the reasons for appeal within three working days of receipt of result of application, to the Managing Director, AINSE. Appeals will be considered by a committee comprising the Chief Executive Officer, ANSTO and a member of the AINSE Executive Committee not being on the Fellowship Selection Committee.

7 Further Information

All enquiries should be directed to:

Dr Dennis Mather
Managing Director
AINSE Ltd
PMB 1 Menai NSW 2234 Australia
dmz@ansto.gov.au